



Shadowing is a fast and enjoyable form of work-based development. For a few days participants get the opportunity to follow colleagues from other organisations going about their normal day to day business – learning about what the job actually entails and about its joys and its challenges.

This is a great way to gain insight into different organisational cultures and working styles and to observe firsthand how someone else manages often competing and conflicting priorities. Regeneration involves people from many different disciplines and backgrounds and shadowing can provide an ideal opportunity to build understanding and trust between partners.

For people looking to develop their understanding of sustainable communities and to widen their generic regeneration skills, shadowing can be a really valuable experience. By 'putting yourself in someone else's shoes' for a few days you can widen your understanding of your own skills and approaches within a broader context.

We are looking for people to participate in the creating:excellence Real Ways of Learning Shadowing Programme between December 2006 and February 2007.

What can I expect?

Shadowing will be for 2 or 3 days, usually in one block but sometimes over a few weeks. Participants will be supported to identify what they hope to get from the shadowing experience and, once a shadow pairing has been agreed, both parties will be briefed to help them get the most from the experience. During the shadowing both parties will be encouraged to journal their experience and afterwards to reflect together on what it was like and what was learnt.

"I found shadowing provided me with an ideal way of increasing my knowledge of both my own organisation and different management skills. I think the insights I've had will undoubtedly help my own career development."

Esther Scott, Development Manager, South West RDA

Who will benefit?

Shadowing works best where people shadow in a different but clearly related organisation – for example, a senior manager from a local authority shadowing the chief executive of a voluntary sector organisation delivering statutory services or someone involved in strategic development through Local Strategic Partnerships shadowing an organisation facing the practical implications of delivery.

What will I gain from shadowing?

- New insights and skills learnt from watching a more experienced colleague at work
- Better understanding of differing organisational cultures and processes
- New contacts and networks

How do I apply?

Places on this programme are strictly limited and will be allocated following a simple application process. For further information and an application form contact Martha Wilkinson on 01225 465467 or e-mail learning@creatingexcellence.org.uk

Cost: £85 flat fee.

(One free place available for volunteering as a case study)

If you or your organisation cannot meet this fee in full, a participation fund may be available. Contact creating:excellence on 0800 328 3234 for further information.

Creating:excellence is piloting a year long Real Ways of Learning programme across the South West of England region exploring different approaches to learning. Each event enables people to develop new skills through the practice of collaboration, questioning and reflection.

To learn more, visit www.creatingexcellence.org.uk